THE SAFETY CLIMATE TOOL

INTRODUCTION

What is safety culture?

Safety culture is a set of shared values, beliefs and habitual working practices that influence workplace safety performance. Poor safety culture has contributed to major incidents and personal injuries. A strong safety culture drives the effectiveness of an organization's safety management system.

History of the Safety Climate Tool survey:

The Safety Climate Tool (SCT) survey was developed in 1997 by the Health and Safety Laboratory (HSL) located in the UK. The SCT was refined by industry experts as well as Occupational Psychologists with the HSL. Since then hundreds of thousands of surveys have been completed over thousands of companies. The BCCSA started using the SCT survey in 2015 and since then has surveyed over 100 companies and thousands of workers.

Why is it important to measure culture?

A positive safety culture is good for business, not only from an ethical standpoint, but also in terms of productivity and efficiency. But how is that conveyed to the decision-makers within your organization, to allow you to invest in resources to measure the safety culture, and improve it?

What is the Safety Climate Tool survey?

The Safety Climate Tool survey is a powerful perception based survey that measures the culture in an organization. It is designed to get a 'snapshot' of what an organization's safety culture or 'personality' looks like at a given moment in time. Some very common sayings describing safety culture are "this is just the way we do things around here" or "this is how we have always done it." The survey itself consists of 40 statements ranked on a scale of 1-5. The questions are either worded positively or negatively to not guide respondents towards one viewpoint. Some of the 40 statements can be customized to reflect your company's specific operations. You can include up to 9 demographic questions. Some examples of these questions include positions within the company, age range, length of service, and location. There is also an option to include up to 6 open-ended questions providing your employees the opportunity to expand on their thought process.

The survey takes no more than 10-15 minutes to complete. You can administer the survey online through computers, tablets, or smart phones – there is no software to install on your computer. If there is no internet or computer access, one can complete a paper version using a PDF that will be sent to you.

It is very important for your employees to understand that the survey is completely anonymous. At no point does the survey ask for an employee's name or employee number nor can an individual's digital survey ever be pulled and reviewed. To assist in the anonymity of the survey, demographics with 10 or more responses in a category can be produced into a report.

The survey is purposely designed to seek the views of all levels of the workforce so that their results can be compared. The survey should be administered to everyone in your company. All levels of management, office staff and field staff are encouraged to participate in the survey. To get the best impact possible it is suggested to have at least 75% of the total number of employees complete the survey.

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The survey can be customized and incorporate your company logo, include statements of support from management, and be tailored to the language and terms used in your workplace.

Once the survey is complete, the tool produces a series of automated charts that allow detailed analysis of the results. The software also generates a summary report highlighting the 8 key factors (pictured in factor wheel below) and provides hints and tips to improve your organization's safety culture.

After the survey

Once the survey is completed the BCCSA will close your survey. 4 reports will be sent to you that include the executive summary, the demographic report, the open-ended responses and the response by roles. In addition to these reports, you can request the factor averages for BC, and your industry specific averages. You can also request to see many other charts and reports based on the demographics included in the survey.

How can the BCCSA support your organization during & after your cultural measurement?

BCCSA Regional Safety Advisors are located throughout the province. They are available every step of the way to guide your progress to safety culture excellence, ensuring greater effectiveness, staff engagement, senior management buy in and, ultimately, a more successful program.

Contact the BCCSA office for the contact information for your local Regional Safety Advisor or email sct@bccsa.ca

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3 MAIN REASONS TO USE
THE SAFETY CLIMATE TOOL

1. The Legal Argument

- While safety culture & its assessment are not currently required under the BC Workers Compensation Act, it is interesting to note that in the event of an incident, standards of safety culture can be investigated and could contribute significantly to any prosecution.

- The concept of safety culture is a fundamental principle of health and safety, and putting a programme in place for measuring and improving your safety culture can help to demonstrate that your organization takes health and safety seriously, and goes beyond its minimum legal duty to ensure the safety of its workforce.

2. The Moral Argument

- As an employer, your workforce places a trust in you, that they should be able to perform their work without fear of becoming ill, seriously injured, or worse. You therefore have a moral duty to do all you can to protect their health and safety at work.

- Workers who face poorly controlled risks to their health and well-being at work are unlikely to be satisfied and content, and may not work to their full capacity.

- It is worth considering the emotional and practical implications of a work-related injury or fatality for the victim, or for their colleagues, friends and families, who have to live with the consequences.

3. The Financial Argument

- There is increasing evidence that building a positive culture of health and safety provides a competitive advantage in the marketplace. Research shows that companies that build a culture of health, for example by focusing on the well-being and safety of their employees, yield greater value for their investors.

- 'If you can measure it, you can manage it' is a well-known saying, highlighting the potential for metrics to improve business decisions.

- Many users of the Safety Climate Tool report increased levels of worker engagement as part of the process of running a safety climate survey. Evidence suggests that there are fewer accidents and increased levels of productivity in companies with high levels of employee engagement.

CONTACT US TO BEGIN...

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